



## **AMENDED\*** **CAREER OPPORTUNITY**

### **U.S. DEPARTMENT OF TRANSPORTATION FEDERAL RAILROAD ADMINISTRATION (FRA)**

**ANNOUNCEMENT NUMBER:** FRA-05-23R  
**POSITION TITLE:** Engineering Psychologist  
GS-180-14  
GS-14: \$88,369 to \$114,882 per annum  
Full Performance Level: GS-14  
Note: This position has special job requirements.  
See page 3.

**POSITION LOCATION:** Federal Railroad Administration  
Office of Railroad Development, Office of  
Research and Development, Equipment &  
Operating Practices Research Division  
Washington, DC

**AREA OF CONSIDERATION:** Government Wide (Status Candidates Only.)  
(Candidates eligible for special appointing authorities and for consideration  
under the Career Transition Assistance Program and Interagency Career  
Transition Assistance Program also may apply.)

**OPENING DATE:** 03-14-05

**CLOSING DATE:** \*04-14-05 Amended to extend closing date.

**NUMBER AND TYPE:** One Full-Time Permanent Position

Due to U.S. mail delays, it is recommended that applicants fax, use a professional delivery service (i.e., FedEx, UPS, etc.), email, or personally deliver applications to ensure timely receipt.

#### **DOT is an Equal Opportunity Employer**

All qualified applicants will be considered regardless of political affiliation, race, color, religion, national origin, sex, sexual orientation, marital status, age, disability, or other non-merit factors. DOT provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify us. Decisions on granting reasonable accommodation will be made on a case-by-case basis.

**Why Work For Us?** Transportation impacts every facet of American life, providing people access to work, school, loved ones, and nature's rich bounty. The U.S. Department of Transportation is committed to transportation excellence and strives to create the best possible integrated air, land, and sea transportation system for America. As a DOT employee, you will become a part of the dedicated workforce who works day-to-day to make measurable improvements in our transportation system, the security of our nation, and the quality of American life.

The Federal Railroad Administration, an Operating Administration under the Department of Transportation, was created to promote and enforce safety throughout the U.S. railroad system, rehabilitate the Northeast Corridor rail passenger services, consolidate Federal support for rail transportation, and support research and development for rail transportation for passengers, railroad employees and the general public.

**Summary Of The Essential Job Functions: As an Engineering Psychologist, you will be required to:**

- Apply expert professional judgment and managerial skills, and at times nontraditional approaches or sophisticated analytical techniques to initiate, develop, plan, coordinate, and direct complex human factors research, development, demonstration, test, and evaluation projects and programs.
- Conduct, manage and/or direct Railroad Research and Development (R&D) investigations covering theoretical design of analysis methods and procedures for evaluating human factors issues and operating practices for conventional, high speed and maglev train operations.
- Apply and/or adapt the principles of several disciplines, such as psychology, industrial psychology, ergonomics, physiology and engineering and the principles of automatic data processing, statistical analysis and technology transfer, to formulate appropriate projects to address railroad problems.
- Provide technical management of R&D projects, which include work at the Volpe National Transportation Systems Center (VNTSC) and other Government organizations and laboratories, sites on various railroads, contractor facilities, and various universities.
- Provide overall technical supervision with regard to project goals, design, scheduling, and resource management in order to ensure high quality technical work and maximum benefit to FRA from available resources.
- Conduct detailed technical reviews of reports and literature from contractors, Government agencies, and other research organizations, both foreign and domestic, and maintain cognizance over new developments and requirements.
- Prepare comprehensive reports, policy proposals and/or procedural options, and detailed evaluations of programs, projects and other safety initiatives; summarize contract results, outcomes and technical findings; provide program and project activity descriptions and budgetary support documentation.
- Represent the Division or other higher authority in technical discussions within the Department, and with other Government agencies, universities, foreign government agencies, and the railroad industry.
- Prepare all technical aspects of procurement documentation including development of statements of work and technical specifications involving the estimation of design parameters for instrumentation required for human factors research projects.

- Serve as a Contracting Officer's Technical Representative.
- Provide quick response capability to resolve unanticipated safety research needs as identified by the Congress, the National Transportation Safety Board, and the FRA Office of Safety, in the area of human factors.
- Systematically monitor safety critical trends in the railroad industry, and help identify and prioritize critical issues for further investigation.
- Identify key stakeholders and create partnerships in the conduct and application of human factors research and evaluation projects.
- Promote the understanding, awareness, utilization, effectiveness and impact of human factors research in the railroad industry.

## **What Are The Minimum Qualifications For This Position?**

All applicants must meet the basic requirement as described below. In addition, you must have at least one year of specialized experience in or directly related to the essential job functions described above. For Federal employees this experience must have been at the next lower grade level. You must also meet the selective placement factor as described below. If you want us to consider experience you obtained outside the Federal Government, it must have been at that same level of complexity.

### **Basic Requirement:**

Successful completion of a full 4-year course of study in an accredited college or university leading to a bachelor's or higher degree, which included 24 semester hours in psychology.

### **Specialized Experience:**

Experience that has equipped the applicant with the particular knowledge, skills and abilities to perform successfully the duties of the position to be filled. The specialized experience should clearly demonstrate that the candidate possesses the knowledge, skills, abilities and other characteristics (KSAOCs) required by this position, which are listed below.

## **What Are The Required Knowledge, Skills And Abilities For This Job?**

- Demonstrated knowledge of rail industry operations, in particular locomotive operations, dispatching, grade crossings and maintenance of way operations.
- Demonstrated knowledge, skill and experience in effectively conceiving, planning, designing, and conducting laboratory, simulator and field research of safety related performance in areas such as computer human interface, usability analysis, automation, fatigue, psychoacoustics, or vision.
- Demonstrated knowledge, skill and experience in the application, utility, and limitations of standard and advanced statistical procedures, tests, methods, and techniques for measuring and evaluating worker and organizational performance and for recommending or developing new methods when those available are inadequate.
- Demonstrated knowledge, skill and experience in validation and reliability testing of human performance modeling and other laboratory or field research instruments.
- Ability to effectively organize and coordinate technical research and development projects with a wide variety of groups.
- Demonstrated skill in written communication, as well as in the use of automated systems, to prepare written technical reports and publications of studies.
- Demonstrated skill in communicating and delivering presentations of study results and recommendations to a wide variety of audiences.

- Demonstrated knowledge, skill and experience in technology transfer.

### **Quality Ranking Factors: (Desirable)**

- Experience in railroad operations.
- Education at the masters level or equivalent experience in experimental, behavioral or industrial psychology with specialization in alertness measurement, use of simulators, human factors/ergonomics or experimental design and statistics.

### **How Will The Qualified Applicants Be Further Evaluated And Rated To Identify The Best Qualified?**

If you are basically qualified for this job, you will be further evaluated on the quality and extent of your total accomplishments, experience and education related to the knowledge, skills and abilities listed above. We also may consider your performance appraisal, awards, and relevant training. Your ranking will measure the degree to which your background matches the demands of this position.

**What Employee Benefits Do We Provide?** The Federal Government offers excellent benefits, flexible work schedules and family-friendly programs. You will receive paid annual leave and sick leave. This is a permanent position and you will be eligible for retirement, health insurance, life insurance and Long Term Care insurance. A brief summary of the Federal benefits for permanent employees can be found at [www.usajobs.opm.gov/EI61.htm](http://www.usajobs.opm.gov/EI61.htm).

### **Before You Go Any Further, Here Are Some Other Things You Need to Know**

- United States citizenship is required. (Proof of citizenship will be required to be shown upon appointment.)
- If you are a male between the ages of 18 and 26 or were born after December 31, 1959, certification is required at the time you are employed that you have registered with the Selective Service for the draft, unless Selective Service has approved a waiver for you.
- Applicants must meet the qualification requirements by the closing date of the announcement. Federal applicants also must meet time-in-grade requirements by the closing date.
- If you are selected or among the best qualified candidates for this position, you will be subject to a determination of your suitability for Federal employment.
- Before being hired you will be required to sign and verify the accuracy of the information in your application if you have not done so using an application form such as the OF 612.
- If an FRA employee is selected, travel and transportation expenses will be paid if the selection results in a promotion OR for a geographical reassignment if the FRA selectee occupies a position that has significantly different duties from that of this position vacancy. If a candidate outside FRA is selected, travel and transportation expenses will not be paid.
- The FRA has determined that seniority rights/reemployment rights and leaves of absence from railroads constitute an actual or an appearance of a conflict of interest. Therefore, if the individual selected for a position is already an FRA employee who has reemployment rights which will create a conflict of interest in this position, she/he will be required to divest any

reemployment rights held before the selection is finalized. If an FRA employee is selected who has reemployment rights that will not create a conflict of interest in the position, the employee may retain these rights as long as the conflict does not exist.

- FRA employees are prohibited from owning railroad stock, except, under certain circumstances, as part of a diversified mutual fund.
- If selected, you will be subject to the Standards of Ethical Conduct applicable to all DOT employees.
- Applicants with “competitive status” as current or former Federal Government employees may be given first consideration.
- Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service are eligible to apply.
- Position requires frequent travel.

### **How To Apply For This Position**

- You must submit your current SF-171 (Application for Federal Employment), Resume, or an OF-612 (Optional Application for Federal Employment). You may choose which form to submit provided it contains all required information. Required information is listed in the section below labeled “Here’s What Your Application Must Contain.”
- For maximum consideration, tell us how you meet the "Knowledge, Skills and Abilities (KSAs)" for this position. The KSAs for this position are found above.
- For Federal applicants, a complete performance appraisal is required. It must be current – meaning it was issued to you within the past year – and it must be official – meaning it appraises your performance over a normal rating cycle in your present job and has been signed by your supervisor. If you are unable to submit your current performance appraisal, please tell us why. You also should submit a copy of your latest SF-50 "Notification of Personnel Action" that reflects career or career-conditional tenure.
- To be considered for selection priority under the Career Transition Assistance Program (CTAP) and/or the Interagency Career Transition Assistance Program (ICTAP), you must submit appropriate certification that you are eligible. In addition, you must be determined to be well-qualified for the position. **Well-qualified applicant:** An eligible applicant who meets all qualifications, standards, and eligibility requirements for the position, including medical qualifications; minimum educational and experience requirements; selective placement factors; knowledge, skills, and abilities (KSAs); quality ranking factors; and any other special qualifying conditions, and is able to satisfactorily perform the duties of the position upon entry.

### **Where To Send Your Application**

- You may **mail or deliver** your application to the Federal Railroad Administration, Office of Human Resources, 1120 Vermont Avenue, NW., 6<sup>th</sup> Floor, Washington, DC 20590.
- If you are faxing your application, please limit the application to **a maximum of 20 pages** and include a cover sheet. Our fax number is (202) 493-6169. We will not accept applications faxed from a Federal Government fax machine.
- ALL applications must be in our office or postmarked by the closing date of the announcement.
- Applications mailed in a Government envelope will not be accepted.

### **HERE'S WHAT YOUR APPLICATION MUST CONTAIN**

#### **JOB INFORMATION**

- Announcement number and title of the position

#### **PERSONAL INFORMATION**

- Full name
- Mailing address (with Zip Code)
- Social Security Number
- Country of citizenship (Most Federal jobs require United States citizenship)
- Veterans' preference  
(**Proof Required – Attach DD 214**)
- Federal employees & Reinstatement eligibles (**Attach SF-50**)
- Highest Federal civilian grade held

#### **EDUCATION**

- High School name, city, state, and date of diploma or GED
- College/University names, city, and state
- Major(s)
- Type and year of degree(s) received

#### **WORK EXPERIENCE**

(paid and unpaid)

- Job Title
- Duties and accomplishments
- Employer's name and address (indicate if we may contact your current supervisor)
- Supervisor's name and telephone number
- Starting and ending dates (month and year)
- Hours per week
- Salary and/or Grade (GS-or equivalent)

#### **OTHER QUALIFICATIONS**

- Job-related training courses (title and year)
- Job-related skills (e.g., foreign languages, computer software/hardware, etc.)
- Job-related certificates and licenses (current only)
- Job-related honors, awards, and special accomplishments (e.g., memberships in professional or honor societies, leadership activities, public speaking, performance awards and publications) (give dates)

**Privacy Act Requirements:** The forms referenced in this announcement are used to determine applicants' qualifications for the position and are authorized under 5 U.S.C. 3302 and 3361.

### **Questions?**

Call Renee Clark at (202) 493-6117 or TDD (202) 493-6487 or 6488, or email at [renee.clark@fra.dot.gov](mailto:renee.clark@fra.dot.gov). Please reference the announcement number so we can help you more efficiently.

Para mas informacion en espanol sobre este anuncio de vacante o cualquier otra information sobre empleo en las Federal Railroad Administration (FRA), por favor llame a Francisco Gonzalez 202/493-6076. La FRA es un empleador con igualdad de oportunidad en el empleo, y que por medio de programas de accion afirmativa mantiene un ambiente multicultural. Todos los que soliciten recibiran igual consideracion, sin ninguna excepcion, por raza, color, religion, sexo, origin nacional, politica, impedimento fisico o edad.

**ALTERNATIVE FORMATS:** If you need a copy of this announcement in an alternative format to accommodate a disability, please contact Marcella Mullins at [marcie.mullins@fra.dot.gov](mailto:marcie.mullins@fra.dot.gov), on (202) 493-6114 or at the TDD number (202) 493-6487 or 6488.

**REASONABLE ACCOMMODATION:** If you are requesting reasonable accommodation in connection with applying for this vacancy, please contact Marcella Mullins as listed above.